

# **Education, Coaching & Development Plan. 2018**

**Mackay & District  
Rugby League  
Referees Inc.**



“You can not know where you are going if you do not know where you have been”

## Preamble

Lewis Carroll once said “If you do not know where you are going, any road will do” Alice through the looking Glass. I suppose if you stand at Glenalla facing north on your way to Farleigh and turn right you will eventually get there but I sure it will be a hell of a journey. I prefer “If you do not know where you are going, no road will get you there”. Alternatively you can not know where you are or where you are going if you do not where you been. I prepare this Plan in good faith and the experience of serving this association for many years in the role (and will continue to do so for as long as I am still breathing, not necessarily in this role).

We must take ownership of our Education, coaching and development and go back to grassroots.

# Introduction

Ironically, I am listening to Slim Dusty singing “Looking Forward, Looking Back”, when I attended my first Supervisor and Provider update in Brisbane many years ago, this was the theme song Richard Johnston played for that course. Let me state here the loss of Richard Johnston was a big loss to referee education and development, his input to NRAS structure was to me, heroic and Richard developed this program on the back of many of us, I.e. guys like Nick Euclid, Bob Newsome, Len Clegg, David Isaacs and Myself and many others.

To me our biggest move forward was the appointment of a Communication and Development Officer, Kevin Valentine was employed to fulfill that role and I am more that happy with his performance and this year, we will further develop that role in the coming year, Kevin has also completed workplace training and assessment which is certainly RPL for delivery of courses. I also have been happy with Bob Dwyer as our Junior Coordinator, a role that I served for 12 years as our first and developed over many years before moving onto the appointment board and into the coaching and provider roles.

The junior league have been complaining about Bob not being at Juniors when Whitsunday are playing away, I have no problem with this as he is spending time with his family in the sport they love, Kevin and myself have stepped up to the breach, Kurt and Tony have done so as well. We have achieved a lot in the past two years not only in the coaching and development area but more so in professionalism and participation. We must never rest on our laurels and continue to grow as outlined in our business plan.

The key to recruitment and retention is directed Education and development. I have always appointed referees to carnivals and games at any level not on whether I like them or not but when I like what I see on the field, i have always appointed based on merit and performances. In general those who I have sent to carnivals have delivered and went to the nationals Mick Roach, Chris Anderson, Zane Wright for example.

# Education and Development Goals

- Develop a coaching and mentoring program to facilitate better development out comes at Juniors.
- Develop a referee coaching program to keep older retiring referees in the game
- To continue to develop coaching and development programs at senior league.
- To appoint referees to games, carnivals and extra course based on merit, performance and form.
- To develop a course structure to ensure all referees are qualified and competent at the level they referee at.
- To ensure all coaches and mentors are qualified to fulfil their roles.
- To develop a pay structure for coaches.
- To co-ordinate and organise individual referees training and development plans including realistic goal setting.
- To set up more training days as the one Kevin and Myself with the aid of Renae Kunst did last year.

# Coaching Structure

The coaching structure will be as outlined in the business plans with some additions.

There will be a new Emerging Talent Panel set up to recognise and develop particularly talented referees. The purpose being to identify emerging talent and develop them for further participation roles i.e. Northern division carnivals, state carnivals with the goal to move referees into the Qcup system and NRL (mainly for junior development, but could apply to seniors).

This Panel shall consist of Myself, Christian Strang and Lionel Morrish. It is incumbent on all referee coaches who identify emerging talent and pass this on to me to refer this to the other members of the panel for assessment. I shall then consult with the coaching panels how to best develop these referees.

***The Junior Coordinator is Bob Dwyer.***

The Junior Coaching Panel shall consist of :- Bob Dwyer, Lou Bartley, Kevin Valentine, Kurt Sheather, David Drew and Zane Wright. Mentors shall be :- Matt Muscat, Brad Spinks and Steven Nelson.

***The Senior Coordinators are Clinton Begg/Dave Parnell***

The Senior Coaching panel shall be :- Lou Bartley, Clinton Begg, Tony McDowel, Kevin Valentine Dave Parnell, Christian Strang and Lionel Morrish. I shall be using Bob Dwyer as well from time to time.

***The School Coordinator is Kevin Valentine***

His coaching panel shall be anyone from either the Senior or Junior coaching panels depending on availability.

Kevin shall also co-ordinate all local carnivals including the Indigenous carnival.

***The Carnival Selection Panel Lou Bartley, Bob Dwyer and Kevin Valentine.***

(Note this will be done with consultation with the coaching panels) all selections shall be ratified by the board.

All issues relating to coaching and development will be discussed at our weekly coaches meeting.

## ***Appointments***

Appointments will continue to be done according to merit and consultation with the coaches by the appointment boards as laid out by the organisational flow chart in the business plan.

## ***Carnival***

Selections for all carnivals shall be determined by the carnival selection board and shall be based on current form.

## ***Courses***

I will be setting location dates and times for courses as the need arises, the numbers for each course shall be between 1 and 15 participants. These courses shall be conducted by myself as provider (I will delegate to others to conduct the courses under my supervision) with Kevin Valentine, Bob Dwyer and Kurt Sheather and shall call on CMOs to assist as required.

As Supervisor and Provider I shall select those that are to attend higher courses such as CMO course which must be ratified by the MDRLRA executive as part of the consultation process.

As always I will travel with Kevin to either Moranbah or Proserpine should the need arise. Bob will be responsible for organising courses for Proserpine, Kevin for Moranbah and Mackay with consultation with myself.

## ***Training***

Training shall continue to be conducted by Travis and Rod and shall be coordinated by Clinton, any of the coaches can put their hand up to assist.

## ***Communications***

All matters concerning this association and its members must be made through the secretary Clinton Begg, including to the RDO (however the RDO may refer matters to me concerning education and development or vice versa, which will be CC to the executive through the secretary Clinton Begg), The spokesman for the association is the president Tony McDowel. Kevin remains the contact point for the clubs and shall refer all matters relating on field performance to me and matters relating to off field conduct and breeches of protocol and procedures to Tony, through the secretary, Clinton Begg. Any matters may be delegated by the committee through procedural channels.

## ***Grievances***

Please note the grievance committee is not set up for those who are not getting the appointments they think they should be. That should be taken up with the coaching panels and/or the appointment board. However if a coach talks to you in a derogatory manner, or anyone bullies you or makes sexual overtones that is a cause for grievance.

# Conclusion

I am looking forward to an exciting season and looking forward to moving this association forward with all of you.

***I commend this plan to you, lets take ownership of our  
Education and Development.***

# Education, Coaching & Development Flow Chart

